



TOKIO MARINE  
KILN

# Tokio Marine Kiln Actuarial & Analytics Graduate Programme

Empowered Expertise

## PROGRAMME OVERVIEW

The aim of the Actuarial & Analytics graduate programme is to develop future leaders and top technical experts within Tokio Marine Kiln. The 18-month programme seeks to provide in-depth experience, skills and a broad spectrum of knowledge through insightful and challenging rotations across the various Actuarial & Analytics teams.

Together with short rotations in other core business areas plus structured learning and development, the programme helps to provide a foundation for each individual's career at TMK.

Typically, the programme is structured as follows:

- Induction to TMK
- Rotations of 3-4 months across all Actuarial & Analytics teams
- Shorter rotations of up to 1 month in other core business areas
- Continuous Learning & Development throughout the programme, including on-the-job learning, classroom and online training events, job shadowing experiences
- Professional Qualifications (eg. IoFA)
- Mentoring from experienced managers / past graduates

## TEAM ROTATIONS

### Core Actuarial & Analytics Team Rotations

*Aim: Graduates to gain exposure to varied disciplines and apply the relevant skills and knowledge required in each function. To demonstrate evidence of ability, aspiration and engagement through the completion of tasks and projects. In addition, for the applicable Head of Department to measure performance and capabilities in-line with specific technical and behavioural objectives.*

Rotations will be completed in a selection of teams within Actuarial & Analytics. These may include:

- Reserving
- Capital Modelling
- Data and Management Information
- Pricing & Analytics

Graduates will contribute to or lead on the delivery of a wide range of work programmes and activities to support their future career progression.

### Cross-Functional Business Rotations

*Aim: Graduates to gain experience and learn key principles across core business functions.*

Rotations of up to one month will be included as well as the Actuarial & Analytics core rotations, enabling broader knowledge and skills to be gained and applied during the programme. These may include:

- Underwriting
- Claims
- Innovation
- Risk

The rotation schedule for each graduate is set in advance but may change to accommodate business need.

### Overseas Rotation

The final rotation of the programme will be an overseas rotation at one of our global office locations of TMK or the wider Tokio Marine Group. This rotation will be determined based on your area of expertise and permanent placement post-programme, and business needs.



## TRAINING & CAREER DEVELOPMENT

### Getting Started: Induction to TMK

During your first few weeks, you will build a foundational understanding of who we are, what we do at TMK and how we work at TMK. You'll participate in various training courses, seminars and meetings with key people from around the organisation in order to develop your understanding of our business and how you can contribute to TMK's success.

### Mentoring Programme

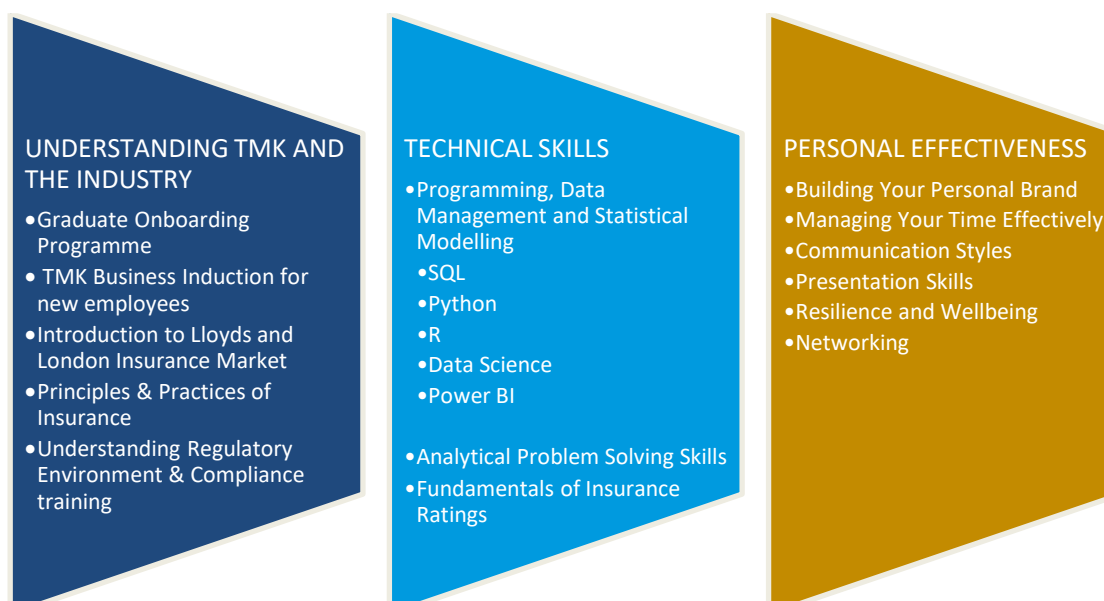
In addition to working with your line manager, who will meet with you regularly to support and provide development feedback, we also have a business mentoring programme. Each graduate will be matched with an experienced mentor to provide you with another source of career advice and ongoing support.

### Professional Studies

Professional studies through the Institute and Faculty of Actuaries (IFoA) are a key element of the TMK Actuarial & Analytics graduate programme. You are encouraged to tap into an invaluable network of employees who have studied, or are studying, the same modules. Generous study support is available to help you progress through your professional studies at a manageable pace over your time on the programme, with the added incentive of study-related awards as you successfully complete modules.

### Career Development

Throughout your graduate programme, you will be encouraged to take personal ownership of your learning, supported by your manager. As you progress through the graduate programme, your learning and development will focus on different areas to support your specific development needs and learning journey. Some examples of what you can learn in our comprehensive offering are included below:

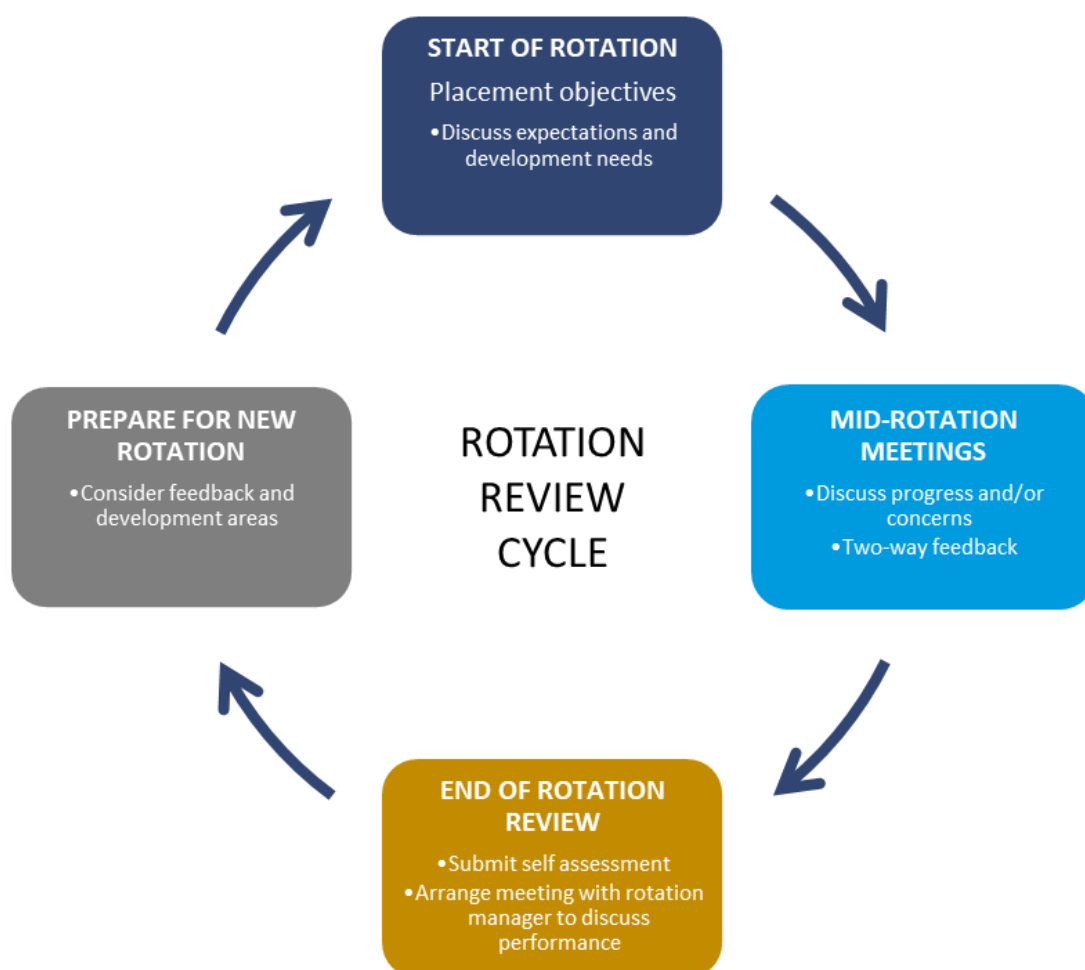


## PERFORMANCE & FEEDBACK – PLACEMENT OBJECTIVES

Learning and performance objectives are set for each graduate during each rotation, which will be measured against and reviewed at the end of each rotation between the Rotation Manager and the Graduate.

These include:

- **Understand TMK Business** – *Establish and develop strong business relationships within each of the teams you work with and across the TMK business.*
- **Technical Expertise** – *Develop an understanding of the foundational principles and technical processes involved in each Actuarial and Analytics function.*
- **Rotation Projects** – *Complete assigned special project(s) and demonstrate core skills and capabilities.*



## BEYOND THE GRADUATE PROGRAMME

Upon successful completion of the Actuarial & Analytics graduate programme, you will have the opportunity to specialise in a permanent role in one of the Actuarial & Analytics teams.

You will continue to be supported with ongoing learning & development opportunities throughout your career with TMK.

**Start your TMK journey today**

[www.tokiomarinekiln.com](http://www.tokiomarinekiln.com)